

# ***Air Force Personnel Center***

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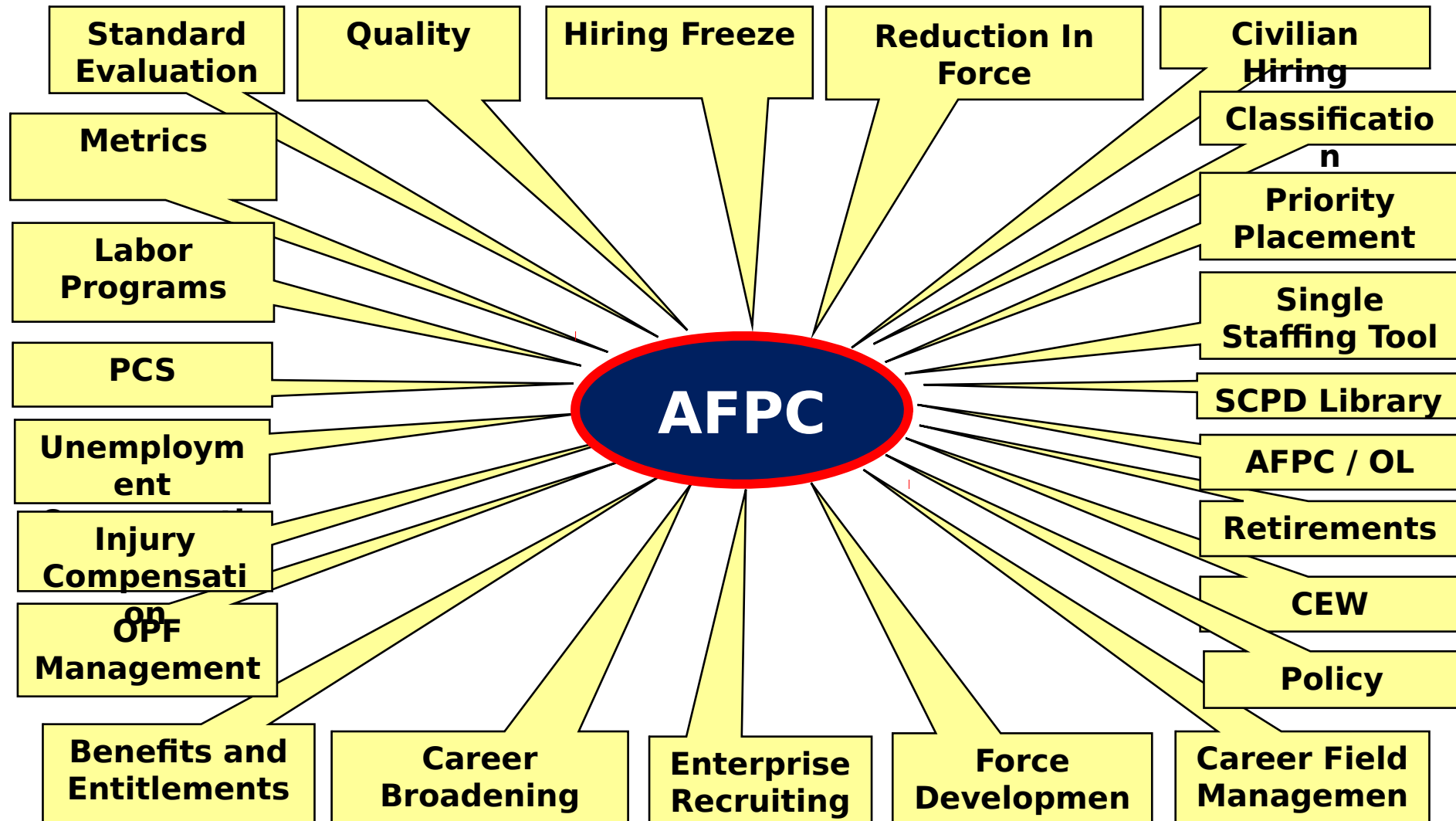
## **AFPC Civilian HR Service Delivery**

**Mel McGuire  
A1/A1CP  
13 May 2016**

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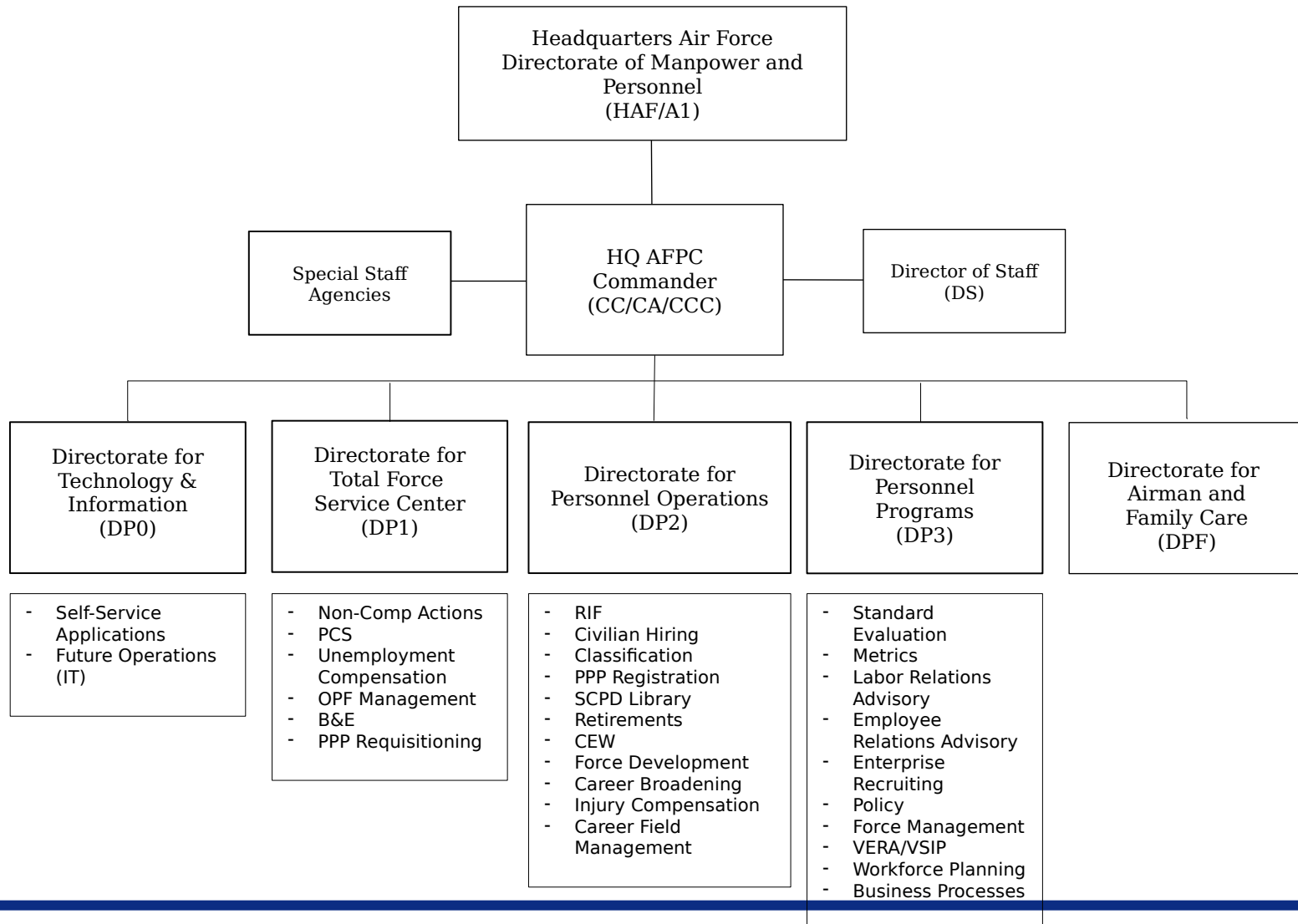
# Products and Services to ~154K Civilian Airmen



***One Team, One Family, One Mission***



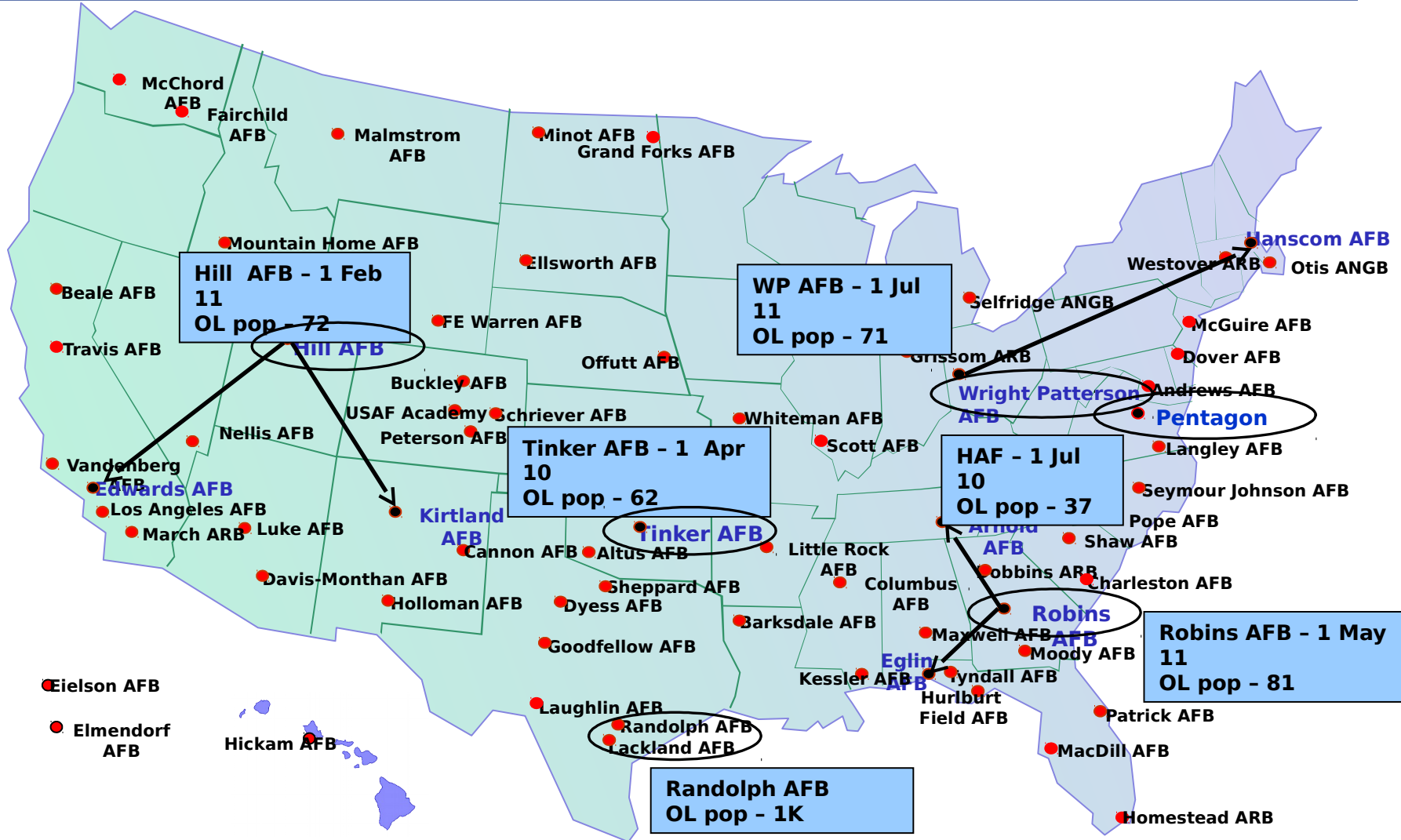
# HQ AFPC Command & Directorate Level Organization



***One Team, One Family, One Mission***



# AFPC Civilian Operating Locations





# Civilian Workforce Strategic Plan

## ~~5 Focus Areas~~

- **People**
  - Initiated Civilian HR multi-functional training efforts
  - Instituted rigorous employee performance standards
  - Hired 100 Civilian HR interns
- **Process**
  - Implemented “Burn Down” Plan / OT Usage Oct 14
  - Conducted 10 RIEs to improve civilian hiring
    - Pilot at 3 locations (Tinker, W-Pat, JBSA)
- **Policy**
  - Eliminated unnecessary policies/business processes
  - Broadened area of consideration
- **IT**
  - Tiger team for latency issues
  - USA Staffing platform
- **Partnership**
  - Leveraged HR capabilities at 14 locations
  - Workforce planning/forecasting



# Questions?

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